



Workforce Development Programs Mapping & Analysis Brief

The Office on African American Affairs (OAAA) was created to serve an integral role in recognizing and resolving the County's racial inequities for the benefit of all of its citizenry, and for the region to achieve its full potential. One key component of any successful strategy for resolving racial inequities will be policies and programs that increase access to jobs for those who need them. In the first OAAA Information and Input Meeting, community residents cited economic development and employment as the primary issue that the Office should focus on. As a first step, OAAA conducted an analysis of the workforce development programs within County government.

Research Methods

To identify opportunities for enhanced coordination in Milwaukee County workforce development efforts, the mapping and initial assessment collected data on workforce development projects throughout County government and provided recommendations for future workforce development efforts based on best practices. Collected data on programs included workforce services provided, targeted demographics, funding source, and enrollment totals.

Key Findings

1. Milwaukee County engages in a significant amount of workforce development activity

Currently, at least 8 out of 14 County departments under the leadership of the County Executive have workforce development programs, which serve at least 1,100 individuals annually. Milwaukee County's workforce development programs provided services to a variety of populations that include basic education, work readiness and job search, job training and coaching, work supports, job placements, and program evaluation.

2. Milwaukee County is well positioned to increase the impact of its workforce development activities in a way that impacts Milwaukee's racial disparities

County departments have the size and diverse client base necessary to implement comprehensive workforce development strategies capable of helping to address racial disparities in employment. OAAA is positioned to take the County's workforce development efforts to the next level by leading strategy implementation, coordinating interdepartmental activity and planning, providing data infrastructure and measurement ability, serving as a convener of external organizations, and offering an enhanced ability to build partnerships outside County government.

Overarching Recommendations

1. Develop a comprehensive workforce development strategy with defined goals, long-term objectives, expected outcomes, and an explicit focus on reducing Milwaukee's racial disparities in employment.
2. Require all County departments to articulate their vision, values, and goals for workforce development activities within their department as aligned with the County's comprehensive strategy.
3. Develop and implement an evaluation and monitoring plan that gives departments the tools needed to measure workforce development activities, outputs, outcomes, and assess progress toward benchmark goals.
4. Target efforts towards those most in need and address other factors that contribute to unemployment and disparities.
5. Leverage the public workforce system and actively coordinate with community organizations advancing workforce development programs.
6. Use the County's resources and leverage its partnerships to facilitate efforts that build the entrepreneurial capacity of Milwaukee County's African American community.

More Information

Download the entire Workforce Development Programs Mapping & Analysis at the OAAA website, county.milwaukee.gov/OAAA. Contact AfricanAmericanAffairs@milwaukeecountywi.gov or 414-278-4212 with questions and additional input